



PATRICIA LANTZY

Partner

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Patricia Lantzy is a highly skilled employment and labor attorney with almost 30 years of experience in both private practice and as senior in-house counsel. Trish joined Outside GC in 2019, bringing a pragmatic understanding of business operations, real-world perspective, and common sense to clients' employment-related and compliance issues. Serving as employment counsel to companies across a broad range of business sectors, Trish represents multi-jurisdictional employers of all sizes, from start-ups to the Fortune 500.

Drawing on years of experience as a litigator, employment law advisor and management-side labor negotiator, Trish regularly handles the full range of employment matters, partnering with her clients on all issues across the employee lifecycle, including:

- Counseling on workplace issues and advising on employment laws, with a focus on problem prevention and early resolution of issues
- Consulting on recruiting, hiring, and non-employee work situations
- Remote and hybrid work arrangements
- Workplace harmony and leave issues, performance and discipline/discharge
- Drafting and negotiating offer letters and employment agreements, including executive compensation and commission sales plans
- Business protection agreements, employee secondment agreements, and other employment documents
- Reorganizations, reductions in force and group terminations
- Individual employee separation agreements and related negotiations
- Post-termination, pre-litigation demands

EDUCATION

Case Western Reserve University
School of Law, J.D.

Southeastern Oklahoma State
University, B.A., *magna cum laude*

SECTORS AND SERVICES

[Employment & Labor](#)

[Managing Outside Counsel & Litigation](#)

[Regulatory Compliance & Training](#)

CREDENTIALS

Bar Admissions

Virginia

Ohio

Supreme Court of Virginia

Supreme Court of Ohio

U.S. Court of Appeals, Sixth Circuit

U.S. District Court, Northern

District of Ohio

Professional Membership & Affiliations

Life Member, U.S. Court of Appeals

Sixth Circuit Judicial Conference

Certified Compliance and Ethics

Professional

Society of Corporate Compliance and
Ethics

- Handling administrative agency matters (EEOC, DOL, and state agency charges and complaints of alleged discrimination, harassment, retaliation, non-compliance)
- Regulatory compliance review, consulting and training
- Drafting and updating corporate policies, codes of conduct, employee handbooks, and compliance manuals

Trish's clients include [Affinaquest](#), [AlvitaCare](#), [Archer Education](#), [Astra Service Partners](#), [Code.org](#), [Cube Planning](#), [FlexTime/Planet Fitness](#), [GPM Investments](#), [Hillel International](#) and local affiliates, [January Digital](#), [MindBodyGreen](#), [Orion Services Group companies](#), [On Demand Pharmaceuticals](#), [RELI Group](#), [Source Advisors](#), [Storyblocks](#), [Streampoint Solutions](#), and [Understood for All](#).

Prior to joining Outside GC, Trish's practice included extensive counseling on compliance and employment-related matters, counseling and training regarding diversity and inclusion, non-discrimination, anti-harassment and non-retaliation, and successful litigation of employment-related claims in federal and state courts and before federal agencies such as EEOC, Department of Labor, and state agencies including the Virginia DHR, Ohio CRC, New York DHR, Pennsylvania HRC, Massachusetts CAD, Illinois DHR, and others throughout the U.S. Trish is an experienced negotiator and has a proven track record of assessing and resolving employment disputes at the earliest possible stage.

Following a clerkship with the Honorable Alice M. Batchelder on the U.S. Court of Appeals for the Sixth Circuit, Trish began her legal career in private practice with the international law firm Squire, Sanders & Dempsey (now Squire Patton Boggs) in Cleveland, Ohio. She then served as in-house and outside employment counsel in the transportation/logistics space, handling union organizing campaigns, decertification efforts, and numerous labor issues during significant changes in corporate culture and multiple reorganizations. While in-house and during years of private practice for a range of clients, Trish has handled agency litigation and counseled executives, operations management, and HR in all aspects of labor and employment law. Trish's pre-law career included managing people and projects in the insurance and energy industries during multiple intervals of boom/bust economic cycles and M&A activity.

Trish is admitted to practice in the Commonwealth of Virginia and State of Ohio. She received her J.D. in 1994 from Case Western Reserve School of Law, where she was a member of the Moot Court National Team.

Trish and her husband live in Glen Allen, Virginia. When not working, she enjoys cooking, competitive gardening (vs. weather, weeds and wildlife), reading history and literary fiction, traveling and adventures with the family.